

## CHOOSE TO WORK UTAH

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Choose to Work Utah is a project created from a partnership between the Utah State Office of Rehabilitation and the Utah Department of Workforce Services.

The purpose of this project is to meet the expanding needs of Utah employers by providing them with qualified and job ready individuals. Choose to Work Utah

Employment Specialists provide statewide job development and placement services to Utah job seekers with disabilities, offering employers a constant source of job applicants.

Applicants' skills range from entry level to professional in virtually all job categories.

[WWW.JOBS.UTAH.GOV](http://WWW.JOBS.UTAH.GOV)  
[WWW.USOR.UTAH.GOV](http://WWW.USOR.UTAH.GOV)  
[WWW.GOODWORKUTAH.COM](http://WWW.GOODWORKUTAH.COM)  
[WWW.WORKABILITYUTAH.ORG](http://WWW.WORKABILITYUTAH.ORG)

**CHOOSE TO WORK UTAH**

250 East 500 South  
Salt Lake City, Utah 84114

Return Service Requested

# CHOOSE TO WORK UTAH

## A Message To Employers

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Utah Department of Workforce Services  
&  
Utah State Office of Rehabilitation

# MYTHS

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PEOPLE WITH  
DISABILITIES ARE  
ACCIDENT-PRONE



WORKERS COMPENSATION  
RATES WILL INCREASE IF YOU  
HIRE PEOPLE WITH  
DISABILITIES



ACCOMMODATIONS IN THE  
WORKPLACE WILL BE  
EXPENSIVE AND CUMBERSOME



OTHER EMPLOYEES WILL  
RESENT EMPLOYEES WITH  
DISABILITIES

# REALITIES

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- Workers Compensation shows no increased cost or increased property liability when employers hire people with disabilities.
- A survey by the U.S. Department of Labor reports people with disabilities have fewer disabling injuries than others exposed to the same work situations.
- Workers Compensation Insurance carriers want people to return to work. Workers Compensation or other insurance programs will not penalize you for hiring people with disabilities.
- Most accommodations cost less than \$100.
- People with disabilities have equal or higher job performance rates, higher retention rates and lower absenteeism.
- 78% of Utah employers surveyed said people with disabilities had as good as or better productivity as other workers on similar jobs.
- More than 72% of working-age people with disabilities have high school diplomas or a higher education.
- One in five Americans has a disability, representing \$1 trillion in purchase power.

# SUGGESTIONS

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## FROM PERSONNEL DEPARTMENTS

Utah Employers who have been successful in hiring people with disabilities recommend:

- Stop thinking of persons with a disability as “Disabled.” The name implies the inability to perform. ABILITY is what you hire.
- Employers consistently look at ability to perform the essential functions of the job. Don’t dismiss a person because he/she has a disability.
- Our job is an important part of our identity. Don’t prevent an individual from becoming self-supporting.
- Expect an employee to be productive; don’t expect less from individuals who happen to have a disability.

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250 East 500 South  
Salt Lake City, Utah 84114  
Phone: (801) 538-7590  
Fax: (801) 538-7522